

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of: Scarborough et al.

Application No. 09/921,993

Filed: August 2, 2001

Confirmation No. 6882

For: DEVELOPMENT OF ELECTRONIC
EMPLOYEE SELECTION SYSTEMS AND
METHODS

Examiner: Lut Wong

Art Unit: 2129

Attorney Reference No. 5437-60780-01

TERMINAL DISCLAIMER

Kronos Talent Management Inc., ("Kronos Talent Management") is the owner of the entire interest in the above-identified application. The assignment was recorded on October 9, 2001, at Reel 012245, Frames 0042 *et seq.*, and a name change was recorded on September 26, 2008 at Reel 021596, Frames 0063 *et seq.*

Kronos Talent Management hereby disclaims the terminal part of any patent granted on the above-identified application, which would extend beyond the expiration date of the full statutory term of prior United States Patent Nos. 7,080,057 or 7,310,626, and hereby agrees that any patent so granted on the above-identified application shall be enforceable only for and during such period that the legal title to said patent shall be the same as the legal title to prior United States Patent Nos. 7,080,057 and 7,310,626, this agreement to run with any patent granted on the above-identified application and to be binding upon the grantee, its successors or assigns.

Kronos Talent Management does not disclaim any terminal part of any patent granted on the above-identified application prior to the expiration date of the full statutory term of prior United States Patent Nos. 7,080,057 or 7,310,626, in the event that either or both of the prior

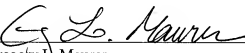
patents later expire for failure to pay a maintenance fee, are held unenforceable, are found invalid, are statutorily disclaimed in whole or terminally disclaimed under 37 C.F.R. § 1.321(a), have all claims cancelled by a reexamination certificate, or are otherwise terminated prior to expiration of their statutory terms, except for the separation of legal title stated above.

I am empowered to act on behalf of Kronos Talent Management.

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

Klarquist Sparkman, LLP

Sept. 30, 2008
Date



Gregory L. Maurer
Attorney of Record
Reg. No. 43,781